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Wage Differences Among Large City Governments and Comparisons with Industry and Federal Pay, 1975-76

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U.S. DEPARTMENT OF LABOR
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This report provides wage data for 25 large municipal governments surveyed by the Bureau of Labor Statistics during October 1975–September 1976 (table 1). Included are tabulations of selected occupational pay levels and pay relatives for clerical, trades and labor, and public safety employees that permit comparisons, not only among the city governments studied, but with private industry and the Federal Government.

The annual BLS municipal government wage surveys cover selected occupations in all functions of each city government, except schools and hospitals. Because organizational patterns vary, occupational wage data may not represent the same governmental functions in each city. In some cities, for example, local transit systems, sanitation and sewer services, and gas, electric, and water utilities may be integral parts of the municipal government; in others, separate commissions, special districts, or private industry may perform such functions. Other limitations on comparing data presented in this report include: Varying workweeks among city governments; the paucity of city government data for some occupations; differences in the geographic coverage of private industry data, which pertain to Standard Metropolitan Statistical Areas rather than just to cities; differences in the industrial composition of private industry occupational data; and subtle variations in duties and responsibilities of occupations in city governments, private industry, and Federal installations.

Private industry data in this report come from the BLS Area Wage Survey program, which covers six broad industry divisions: Manufacturing; transportation, communications, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. Data for Federal employees refer to pay under the General Schedule and Wage Grade System.

Data in this report refer to straight-time earnings, i.e., base pay plus longevity pay. They exclude pay for overtime, shift differentials, and perquisites such as clothing allowances.

Average monthly earnings were used in calculating pay

relatives for clerical employees in tables 2 and 3, while hourly earnings were used for trades and labor employees. These pay comparisons with private industry and the Federal Government are presented for jobs that (1) can be equated to a single grade in either the nationwide General Schedule (for Federal white-collar workers) or the localized Federal Wage System (for Federal blue-collar workers) and (2) could be published for at least half of the city governments studied.

Intercity comparisons relate to jobs meeting the preceding criteria, plus a few public safety and sanitation occupations generally associated with city governments. All intercity comparisons in table 4 are based on average straight-time monthly earnings, without adjusting for the length of average workweeks. The occupations used for the intercity comparisons include: *Clerical*—accounting clerks A, accounting clerks B, messengers, general stenographers, senior stenographers, typists A, typists B, keypunch operators A, and keypunch, and keypunch operators B; *skilled maintenance*—carpenters, electricians, and painters; public safety—firefighters, police officers, and police sergeants; sanitation—refuse truckdrivers and refuse collectors; and janitorial—janitors, porters, and cleaners.

Additional details on methodology are provided in "NOTES" to the tables. For information on employee benefits and work practices, see individual reports for the municipal governments studied. These reports, available from BLS regional offices, include earnings distributions for the jobs shown in table 1, as well as for additional jobs in the following areas: office clerical; data processing; maintenance, custodial, trades and labor; public safety and correction; and professional, administrative, and technical. (Job descriptions used to classify workers are included in each report.) Information is also provided on unionization; pay plans and salary structures; frequency of wage payments; scheduled workweeks; premium pay practices for overtime and pay differentials; paid holiday, vacation, and other paid leave provisions; and health insurance, and pension plans.

Table 1. Average straight-time monthly pay for selected occupations in 25 municipal governments, October 1975–September 1976

(Standard weekly hours in parentheses)

Item	Atlanta	Baltimore	Boston	Chicago	Cleveland	Columbus	Denver	Detroit	Houston	Indianapolis	Jacksonville	Kansas City, Mo.	Los Angeles
Payroll reference date-----	May 1976	October 1975	August 1976	June 1976	June 1976	May 1976	March 1976	January 1976	July 1976	May 1976	December 1975	September 1976	March 1976
Clerical													
Clerks, accounting, Class A-----	\$860 (40.0)	\$805 (36.67)	\$842 (35.0)	\$733 (35.0)	\$751 (40.0)	\$875 (40.0)	\$846 (40.0)	-----	\$760 (40.0)	-----	\$566 (40.0)	\$686 (40.0)	-----
Clerks, accounting, Class B-----	658 (40.0)	764 (36.67)	671 (35.0)	684 (35.0)	673 (40.0)	730 (40.0)	-----	-----	-----	-----	-----	607 (40.0)	\$884 (40.0)
Key punch operators, Class A-----	697 (40.0)	718 (36.67)	776 (35.0)	771 (35.0)	802 (40.0)	-----	645 (40.0)	\$1,121 (35.0)	703 (40.0)	-----	-----	754 (40.0)	813 (40.0)
Key punch operators, Class B-----	631 (40.0)	616 (36.67)	667 (35.0)	687 (35.0)	695 (40.0)	730 (40.0)	636 (40.0)	990 (35.0)	645 (40.0)	-----	557 (40.0)	613 (40.0)	-----
Messengers-----	-----	581 (36.67)	-----	579 (35.0)	-----	-----	-----	870 (35.0)	544 (40.0)	-----	493 (40.0)	-----	628 (40.0)
Stenographers, general-----	819 (40.0)	737 (36.67)	-----	644 (35.0)	655 (40.0)	773 (40.0)	652 (40.0)	1,007 (35.0)	712 (40.0)	-----	-----	563 (40.0)	774 (40.0)
Stenographers, senior-----	860 (40.0)	829 (36.67)	783 (35.0)	751 (35.0)	767 (40.0)	913 (40.0)	722 (40.0)	1,122 (35.0)	815 (40.0)	-----	585 (40.0)	713 (40.0)	933 (40.0)
Typist, Class A-----	705 (40.0)	705 (36.67)	-----	696 (35.0)	659 (40.0)	730 (40.0)	633 (40.0)	1,003 (35.0)	-----	\$488 (40.0)	519 (40.0)	625 (40.0)	-----
Typist, Class B-----	566 (40.0)	599 (36.67)	591 (35.0)	612 (35.0)	580 (40.0)	605 (40.0)	519 (40.0)	926 (35.0)	581 (40.0)	444 (40.0)	453 (40.0)	516 (40.0)	721 (40.0)
Maintenance and Custodial													
Carpenters, maintenance-----	1,042 (40.0)	800 (36.67)	929 (40.0)	1,770 (40.0)	2,312 (40.0)	1,743 (40.0)	1,182 (40.0)	1,650 (40.0)	1,001 (40.0)	-----	820 (40.0)	1,004 (40.0)	1,482 (40.0)
Electricians, maintenance-----	1,062 (40.0)	892 (36.67)	1,033 (40.0)	1,855 (40.0)	2,293 (40.0)	1,072 (40.0)	1,149 (40.0)	1,642 (40.0)	1,379 (40.0)	890 (40.0)	-----	1,092 (40.0)	1,563 (40.0)
Painters, maintenance-----	1,002 (40.0)	827 (36.67)	924 (40.0)	1,532 (40.0)	2,128 (40.0)	1,083 (40.0)	1,152 (40.0)	1,544 (40.0)	1,027 (40.0)	-----	844 (40.0)	1,023 (40.0)	1,482 (40.0)
Helpers, maintenance trades-----	760 (40.0)	-----	862 (40.0)	-----	858 (40.0)	887 (40.0)	-----	1,060 (40.0)	-----	702 (40.0)	-----	-----	1,008 (40.0)
Janitors, porters, and cleaners-----	554 (40.0)	627 (36.67)	724 (40.0)	900 (40.0)	637 (40.0)	730 (40.0)	645 (40.0)	997 (40.0)	593 (40.0)	-----	464 (40.0)	652 (40.0)	737 (40.0)
Public Safety													
Firefighters-----	940 (56.0)	1,077 (48.0)	1,216 (42.0)	1,486 (46.9)	1,256 (48.0)	1,161 (56.0)	1,285 (48.0)	1,426 (50.4)	1,192 (54.0)	998 (56.0)	898 (56.0)	1,095 (50.0)	1,519 (56.0)
Police officers-----	986 (40.0)	1,055 (40.0)	1,129 (40.0)	1,440 (40.0)	1,261 (40.0)	1,175 (40.0)	1,242 (38.0)	1,375 (40.0)	1,228 (40.0)	998 (40.0)	933 (40.0)	1,069 (40.0)	1,472 (40.0)
Police sergeants-----	1,212 (40.0)	1,291 (40.0)	1,376 (40.0)	1,762 (40.0)	1,463 (40.0)	1,369 (40.0)	1,566 (38.0)	1,793 (40.0)	1,455 (40.0)	1,129 (40.0)	1,166 (40.0)	1,438 (40.0)	1,816 (40.0)
Sanitation and Trucking													
Refuse collectors-----	686 (40.0)	711 (36.67)	-----	1,108 (40.0)	843 (40.0)	913 (40.0)	989 (40.0)	1,050 (40.0)	836 (40.0)	709 (40.0)	546 (40.0)	782 (40.0)	994 (40.0)
Refuse truckdrivers-----	816 (40.0)	750 (36.67)	-----	1,352 (40.0)	911 (40.0)	981 (40.0)	1,136 (40.0)	1,126 (40.0)	937 (40.0)	731 (40.0)	710 (40.0)	931 (40.0)	1,188 (40.0)
Truckdrivers, light truck-----	724 (40.0)	-----	869 (40.0)	-----	-----	-----	-----	1,101 (40.0)	-----	-----	548 (40.0)	-----	-----
Truckdrivers, medium truck-----	858 (40.0)	-----	800 (40.0)	-----	821 (40.0)	-----	-----	1,126 (40.0)	-----	719 (40.0)	-----	-----	1,104 (40.0)
Truckdrivers, heavy truck-----	-----	-----	-----	834 (40.0)	-----	-----	-----	1,156 (40.0)	-----	661 (40.0)	-----	-----	-----
Truckdrivers, tractor-trailer-----	758 (40.0)	-----	826 (40.0)	-----	968 (40.0)	-----	-----	-----	-----	-----	-----	-----	1,158 (40.0)
Memphis Milwaukee New York Philadelphia Phoenix Pittsburgh St. Louis San Antonio San Diego San Francisco Seattle Washington, D.C.													
Payroll reference date-----	November 1975	August 1976	May 1976	November 1975	June 1976	June 1976	August 1976	November 1975	March 1976	March 1976	April 1976	June 1976	June 1976
Clerical													
Clerks, accounting, Class A-----	\$712 (40.0)	\$998 (40.0)	-----	\$948 (37.5)	\$730 (40.0)	\$747 (38.75)	\$793 (40.0)	\$627 (40.0)	\$782 (40.0)	\$883 (40.0)	\$924 (40.0)	\$680 (40.0)	-----
Clerks, accounting, Class B-----	549 (40.0)	825 (40.0)	\$671 (35.0)	-----	676 (40.0)	-----	-----	-----	-----	727 (40.0)	-----	-----	-----
Key punch operators, Class A-----	-----	889 (40.0)	-----	-----	-----	-----	527 (40.0)	726 (40.0)	885 (40.0)	803 (40.0)	-----	-----	-----
Key punch operators, Class B-----	618 (40.0)	713 (40.0)	719 (35.0)	846 (37.5)	659 (40.0)	683 (38.75)	686 (40.0)	-----	753 (40.0)	727 (40.0)	-----	-----	-----
Messengers-----	522 (40.0)	-----	684 (35.0)	743 (37.5)	-----	-----	624 (40.0)	403 (40.0)	-----	630 (40.0)	-----	-----	-----
Stenographers, general-----	559 (40.0)	772 (40.0)	695 (35.0)	803 (37.5)	-----	700 (38.75)	700 (40.0)	506 (40.0)	-----	772 (40.0)	763 (40.0)	597 (40.0)	-----
Stenographers, senior-----	665 (40.0)	940 (40.0)	830 (35.0)	921 (37.5)	884 (40.0)	744 (38.75)	830 (40.0)	563 (40.0)	786 (40.0)	873 (40.0)	896 (40.0)	719 (40.0)	-----
Typists, Class A-----	-----	950 (40.0)	773 (35.0)	-----	664 (40.0)	681 (38.75)	711 (40.0)	508 (40.0)	726 (40.0)	849 (40.0)	-----	517 (40.0)	-----
Typists, Class B-----	520 (40.0)	782 (40.0)	673 (35.0)	769 (37.5)	591 (40.0)	648 (38.75)	675 (40.0)	440 (40.0)	577 (40.0)	749 (40.0)	714 (40.0)	543 (40.0)	-----
Maintenance and Custodial													
Carpenters, maintenance-----	1,260 (40.0)	1,502 (40.0)	1,499 (35.0)	1,071 (40.0)	-----	1,262 (40.0)	999 (40.0)	693 (40.0)	1,104 (40.0)	1,719 (36.0)	1,232 (40.0)	1,189 (40.0)	-----
Electricians, maintenance-----	1,260 (40.0)	1,682 (40.0)	1,652 (35.0)	1,064 (40.0)	1,259 (40.0)	1,308 (40.0)	1,044 (40.0)	760 (40.0)	1,187 (40.0)	1,786 (35.0)	1,283 (40.0)	1,210 (40.0)	-----
Painters, maintenance-----	1,157 (40.0)	1,417 (40.0)	1,217 (35.0)	1,068 (40.0)	-----	1,121 (40.0)	1,007 (40.0)	710 (40.0)	1,101 (40.0)	1,603 (35.0)	1,210 (40.0)	1,187 (40.0)	-----
Helpers, maintenance trades-----	-----	1,953 (40.0)	919 (40.0)	-----	853 (40.0)	839 (40.0)	771 (40.0)	595 (40.0)	-----	1,451 (35.0)	976 (40.0)	903 (40.0)	-----
Janitors, porters, and cleaners-----	534 (40.0)	933 (40.0)	765 (40.0)	805 (40.0)	701 (40.0)	609 (40.0)	600 (40.0)	470 (40.0)	703 (40.0)	856 (37.5)	781 (40.0)	710 (40.0)	-----
Public Safety													
Firefighters-----	987 (56.0)	1,274 (52.3)	1,438 (40.0)	1,162 (42.0)	1,116 (56.0)	1,092 (42.0)	1,071 (56.0)	982 (56.0)	1,219 (56.0)	1,381 (48.7)	1,371 (45.75)	1,249 (48.0)	-----
Police officers-----	1,003 (40.0)	1,296 (40.0)	1,510 (40.0)	1,168 (40.0)	1,172 (40.0)	1,133 (40.0)	1,051 (40.0)	990 (40.0)	1,239 (40.0)	1,383 (40.0)	1,390 (40.0)	1,224 (40.0)	-----
Police sergeants-----	1,124 (40.0)	1,860 (40.0)	2,620 (40.0)	1,331 (40.0)	1,472 (40.0)	1,257 (40.0)	1,298 (40.0)	1,333 (40.0)	1,469 (40.0)	1,612 (40.0)	1,626 (40.0)	1,584 (40.0)	-----
Sanitation and Trucking													
Refuse collectors-----	583 (40.0)	1,032 (40.0)	-----	848 (40.0)	774 (40.0)	1,118 (40.0)	755 (40.0)	717 (48.0)	-----	-----	-----	901 (40.0)	-----
Refuse truckdrivers-----	672 (40.0)	1,121 (40.0)	1,255 (40.0)	946 (40.0)	981 (40.0)	1,172 (40.0)	858 (40.0)	845 (48.0)	1,029 (40.0)	1,527 (40.0)	-----	1,079 (40.0)	-----
Truckdrivers, light truck-----	-----	-----	-----	-----	-----	-----	-----	651 (40.0)	-----	1,180 (40.0)	-----	934 (40.0)	-----
Truckdrivers, medium truck-----	-----	1,093 (40.0)	-----	-----	-----	-----	-----	704 (40.0)	-----	-----	1,095 (40.0)	1,007 (40.0)	-----
Truckdrivers, heavy truck-----	-----	1,128 (40.0)	-----	-----	-----	981 (40.0)	-----	-----	999 (40.0)	1,527 (40.0)	-----	1,088 (40.0)	-----
Truckdrivers, tractor-trailer-----	712 (40.0)	-----	-----	-----	-----	-----	-----	840 (40.0)	-----	-----	1,164 (40.0)	1,150 (40.0)	-----

1/ Some workers work a 40-hour week.

NOTE: Standard hours reflect the workweek for which employees receive their regular straight-time salaries (exclusive of pay for overtime). Salaries reported are straight-time salaries corresponding to employees' standard hours. Dashes indicate fewer than 3 municipal government employees matched the category.

Table 2. Municipal government salaries in selected occupations compared with those in private industry, 25 cities, October 1975–September 1976

(Private industry average salaries=100)

Occupation	Atlanta	Balti- more	Boston	Chicago	Cleve- land	Columbus	Denver	Detroit	Houston	Indian- apolis	Jackson- ville	Kansas City, Mo.	Los Angeles
Clerical group-----	100	107	107	96	99	120	99	138	98	85	89	91	116
Clerks, accounting, Class A-----	106	99	105	88	92	115	115	---	94	---	82	79	---
Clerks, accounting, Class B-----	98	120	106	100	103	126	---	---	---	---	---	99	113
Keypunch operators, Class A-----	95	98	110	102	110	---	86	140	96	---	---	97	108
Keypunch operators, Class B-----	93	102	109	99	104	130	104	146	100	---	95	95	---
Messengers-----	---	108	---	100	---	---	---	144	100	---	100	---	111
Stenographers, general-----	109	99	---	86	91	120	88	135	98	---	---	77	101
Stenographers, senior-----	103	122	104	93	94	120	96	122	96	---	79	87	117
Typists, Class A-----	100	104	---	99	99	113	103	127	---	80	85	99	---
Typists, Class B-----	95	111	106	99	101	116	103	153	103	89	92	98	122
Skilled maintenance group-----	85	90	88	129	181	96	105	123	93	71	79	75	130
Carpenters, maintenance-----	88	87	85	134	185	100	110	128	79	---	79	70	127
Electricians, maintenance-----	88	86	91	142	185	93	97	122	106	71	---	84	136
Painters, maintenance-----	79	96	89	112	174	96	107	120	94	---	78	72	128
Helpers, maintenance trades-----	92	---	105	---	84	---	---	101	---	80	---	---	133
Janitors, porters, and cleaners-----	110	139	122	122	93	137	119	123	126	---	113	94	117
Truckdrivers-----	94	---	82	---	76	---	---	107	---	67	99	---	101
Truckdrivers, light truck-----	119	---	103	---	---	---	---	119	---	---	99	---	---
Truckdrivers, medium truck-----	96	---	76	---	72	---	---	105	---	67	---	---	105
Truckdrivers, heavy truck-----	---	---	---	---	80	---	---	97	---	60	---	---	---
Truckdrivers, tractor-trailer-----	66	---	67	---	75	---	---	---	---	---	---	---	96
		Memphis	Milwa- ukee	New York	Phila- delphia	Phoenix	Pitts- burgh	St. Louis	San Antonio	San Diego	San Francisco	Seattle	Washing- ton, D.C.
Clerical group-----		98	127	106	134	114	100	104	94	107	108	114	74
Clerks, accounting, Class A-----		105	121	---	126	---	78	92	102	108	102	114	85
Clerks, accounting, Class B-----		97	125	96	---	---	---	---	---	---	98	---	---
Keypunch operators, Class A-----		109	123	---	---	---	---	---	90	100	104	112	---
Keypunch operators, Class B-----		109	---	107	141	107	101	103	---	---	96	113	---
Messengers-----		105	---	118	139	---	---	114	89	---	105	---	---
Stenographers, general-----		83	113	99	123	---	100	97	95	---	99	99	78
Stenographers, senior-----		90	125	105	125	126	100	106	83	102	114	125	84
Typists, Class A-----		---	143	110	---	---	98	100	99	108	127	---	86
Typists, Class B-----		87	136	109	147	108	121	118	101	117	127	123	88
Skilled maintenance group-----		114	120	149	97	101	103	84	99	97	141	99	102
Carpenters, maintenance-----		120	125	148	91	---	103	85	91	98	143	101	94
Electricians, maintenance-----		109	125	163	96	101	110	82	90	94	151	99	94
Painters, maintenance-----		114	111	135	105	---	97	85	117	100	128	96	117
Helpers, maintenance trades-----		---	107	---	99	---	78	78	108	---	140	95	115
Janitors, porters, and cleaners-----		113	144	94	127	150	95	93	111	108	107	104	144
Truckdrivers-----		67	104	---	---	---	83	---	123	69	113	87	114
Truckdrivers, light truck-----		---	---	---	---	---	---	---	157	---	108	---	131
Truckdrivers, medium truck-----		---	109	---	---	---	---	---	97	---	---	85	119
Truckdrivers, heavy truck-----		---	98	---	---	---	83	---	---	69	118	---	105
Truckdrivers, tractor-trailer-----		67	---	---	---	---	---	---	116	---	---	88	99

NOTE: Comparisons were based on private industry data for the entire Standard Metropolitan Statistical Area scope of the corresponding area wage surveys. In cities where the municipal government and area wage survey payroll reference period differed, area wage survey data were adjusted to reflect the same month of reference as the municipal government data. The adjustments were made by prorating the private industry salary increases for occupational groups between the two area wage surveys which occurred earlier and later than the reference period of the particular municipal government survey. Municipal occupations providing observations in substantially less than half of the cities, or staffed by fewer than three employees, were excluded. No adjustments were made to compensate for differences in standard workweeks. Relative salaries of occupational groups were obtained by averaging the percent differences for the individual occupations shown in table. Dashes indicate that fewer than 3 municipal government employees matched the categories studied.

Table 3. Municipal government salaries in selected occupations compared with Federal Government General Schedule and Federal Wage System Salaries, 25 cities, October 1975—September 1976

(Federal Government average salaries=100)

Occupation	Federal grade	Atlanta	Balti- more	Boston	Chicago	Cleve- land	Columbus	Denver	Detroit	Houston	Indian- apolis	Jackson- ville	Kansas City, Mo.	Los Angeles
Clerical group-----		114	114	111	111	110	120	104	169	111	80	88	100	110
Clerks, accounting, Class A-----	GS-4	116	129	114	99	100	118	114	-----	101	-----	76	91	-----
Clerks, accounting, Class B-----	GS-3	104	120	106	108	106	115	-----	-----	-----	-----	76	96	119
Keypunch operators, Class A-----	GS-1	110	111	127	121	126	-----	102	177	111	-----	-----	119	128
Keypunch operators, Class B-----	GS-2	117	114	123	127	128	135	118	181	119	-----	101	113	-----
Messengers-----	GS-1	-----	121	-----	121	-----	-----	-----	184	115	-----	104	-----	111
Stenographers, general-----	GS-1	112	108	-----	101	103	122	101	159	112	-----	-----	86	112
Stenographers, senior-----	GS-4	116	112	106	101	104	121	98	153	110	-----	79	96	126
Typists, Class A-----	GS-1	111	111	-----	110	105	115	100	158	-----	77	82	98	-----
Typists, Class B-----	GS-2	105	111	109	113	107	112	96	171	107	82	84	95	111
Skilled maintenance group-----		89	88	88	140	187	93	96	131	93	72	76	80	127
Carpenters, maintenance-----	WS-9	91	85	81	146	154	92	99	135	85	-----	75	78	124
Electricians, maintenance-----	WS-10	88	91	91	148	189	91	93	131	88	72	-----	83	111
Painters, maintenance-----	WS-9	87	88	81	138	179	95	97	127	87	-----	77	80	124
Helpers, maintenance trades-----	WS-5	81	-----	80	-----	89	94	-----	100	-----	68	-----	-----	101
Janitors, porters, and cleaners-----	WS-1	87	97	94	110	85	102	76	112	81	-----	79	71	91
Truckdrivers-----		80	-----	81	-----	82	-----	-----	102	-----	61	68	-----	101
Truckdrivers, light truck-----	WS-5	79	-----	90	-----	-----	-----	-----	104	-----	-----	58	-----	-----
Truckdrivers, medium truck-----	WS-6	86	-----	80	-----	80	-----	-----	101	-----	66	-----	-----	104
Truckdrivers, heavy truck-----	WS-7	-----	-----	-----	-----	77	-----	-----	101	-----	60	-----	-----	-----
Truckdrivers, tractor-trailer-----	WS-8	71	-----	78	-----	87	-----	-----	-----	-----	-----	-----	-----	101
	Federal grade	Memphis	Milwa- ukee	New York	Phila- delphia	Phoeni- x	Pitts- burgh	St. Louis	San Antonio	San Diego	San Francisco	Seattle	Washing- ton, D.C.	
Clerical group-----		97	115	122	119	110	111	118	81	109	121	126	96	
Clerks, accounting, Class A-----	GS-4	96	115	-----	128	99	102	107	85	106	119	125	92	
Clerks, accounting, Class B-----	GS-3	86	110	106	-----	106	-----	-----	-----	-----	115	-----	-----	
Keypunch operators, Class A-----	GS-1	-----	140	-----	-----	-----	-----	-----	81	114	119	136	-----	
Keypunch operators, Class B-----	GS-2	114	132	131	156	122	126	127	-----	-----	134	134	-----	
Messengers-----	GS-1	111	-----	145	157	-----	-----	112	85	-----	131	-----	-----	
Stenographers, general-----	GS-1	88	122	109	126	-----	110	110	80	-----	122	120	94	
Stenographers, senior-----	GS-4	90	127	112	134	119	101	112	76	106	118	121	97	
Typists, Class A-----	GS-1	-----	150	123	-----	105	107	112	80	114	134	-----	97	
Typists, Class B-----	GS-2	96	145	124	142	109	120	125	81	107	138	132	100	
Skilled maintenance group-----		119	126	136	191	100	108	84	67	99	143	99	100	
Carpenters, maintenance-----	WS-9	125	124	142	191	-----	129	83	66	98	144	99	102	
Electricians, maintenance-----	WS-10	119	117	151	93	100	111	84	68	107	148	101	98	
Painters, maintenance-----	WS-9	114	117	115	107	-----	97	84	67	98	138	97	101	
Helpers, maintenance trades-----	WS-5	-----	104	-----	99	87	87	76	71	-----	134	94	98	
Janitors, porters, and cleaners-----	WS-1	107	115	92	99	95	76	71	77	87	105	87	106	
Truckdrivers-----		79	104	-----	-----	-----	92	-----	82	95	117	96	101	
Truckdrivers, light truck-----	WS-5	-----	-----	-----	-----	-----	-----	-----	80	-----	109	-----	102	
Truckdrivers, medium truck-----	WS-6	-----	105	-----	-----	-----	-----	-----	80	-----	-----	96	101	
Truckdrivers, heavy truck-----	WS-7	-----	101	-----	-----	-----	92	-----	-----	75	126	-----	103	
Truckdrivers, tractor-trailer-----	WS-8	77	-----	-----	-----	-----	-----	-----	85	-----	-----	97	104	

NOTE: Average municipal salaries for office clerical employees were compared to the nationwide average of all employees at comparable grades of the Federal General Schedule as of March 31, 1976. Wages of municipal maintenance workers, janitors, and truckdrivers were compared to average wages for equivalent grades of the Federal Wage System at installations in or near each city on the date of survey. Relative salaries of occupational groups were obtained by averaging the percent difference of the individual occupations shown in table. Dashes indicate that fewer than 3 municipal government employees matched the categories studied.

Table 4. Intercity comparisons of municipal pay levels for five occupational groups, 25 cities, October 1975—September 1976

(25 city monthly averages=100)

City	Clerical	Skilled maintenance	Public safety	Sanitation	Janitorial
Northeast:					
Boston-----	97	75	95	----	101
New York-----	105	116	175	175	110
Philadelphia-----	125	84	94	101	120
Pittsburgh-----	97	97	90	121	87
South:					
Atlanta-----	101	82	80	81	80
Baltimore-----	105	70	91	83	94
Houston-----	95	88	100	95	84
Jacksonville-----	78	70	81	70	69
Memphis-----	88	102	84	71	80
San Antonio-----	75	60	89	88	70
Washington, D.C.-----	87	95	105	107	101
North Central:					
Chicago-----	95	116	120	111	129
Cleveland-----	95	178	101	95	90
Columbus-----	107	85	97	101	125
Detroit-----	149	112	121	121	147
Indianapolis-----	72	57	82	78	----
Kansas City-----	86	81	92	91	82
Milwaukee-----	117	120	104	115	110
St. Louis-----	101	72	87	86	85
West:					
Denver-----	91	94	108	117	94
Los Angeles-----	115	124	127	120	107
Phoenix-----	98	95	98	95	100
San Diego-----	99	91	104	104	101
San Francisco-----	111	117	116	104	125
Seattle-----	111	100	115	----	113

NOTE: Average monthly earnings are expressed as percent of averages for 73 municipal governments combined. (Detroit and San Antonio were excluded.) By limiting the benchmark averages to these 73 city governments—the ones for which data had been published from 7 annual surveys conducted between June 1974 and October 1976—a system could be developed for adjusting the benchmarks to correspond with the survey reference months of the 73 municipal governments studied. This system involved calculating a percentage wage change for the base cities between mid-1975 and mid-1976. This average pay increase was presumed to advance uniformly each month over the total period studied. For a detailed description of this method, see *Area Wage Surveys, Metropolitan Areas, United States and Regional Summaries, 1973-76*, Bulletin 1795-29 (Bureau of Labor Statistics, 1976).

Also removed were the effects of intercity differences in employment composition within the multi-job groups, and the effect of some individual job averages being unavailable for 1 or more of the cities. No adjustments, however, were made for differences in standard workweeks; if such differences had been taken into account, a number of the pay relatives would have changed significantly. For example, pay relatives in New York would have been 117 for clerical, 130 for skilled maintenance, and 133 for public safety employees.

Dashes indicate function is not performed by municipal government.

5

END

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